The University's Equal Opportunity and Non-Discrimination Policy

The Mount St. Joseph University Equal Opportunity and Non-Discrimination Policy (the Policy) sets forth the conduct expectations of all University community members and focuses on prohibiting and addressing incidents of discrimination, harassment or retaliation related to race, color, national origin, religion, age, disability or other legally protected status.

This Policy applies:

- to all University community members, including students, prospective students, employees, professors, administrators, visitors, or other third-parties, and
- to conduct occurring on campus, at any location owned or operated by the University, at University-sponsored or Universitysanctioned functions, and to off campus conduct that has an actual or potential adverse impact on another's working or learning environment.

For a copy of the Policy, please visit:
www.msj.edu/nondiscrimination-policy/

Retaliation Prohibited

Mount St. Joseph University will not tolerate any form of retaliation taken against anyone who makes a complaint of conduct prohibited by the Policy or anyone who cooperates in the investigation in the investigation of a complaint of conduct prohibited by the Policy.

Reporting

Any student, prospective student, employee, visitor or other third-party who has been the victim of, witnesses or becomes aware of discrimination, harassment, or retaliation based on race, color, national origin, religion, age, disability or other legally protected status is encouraged, and in some instances employees may be required, to report the conduct as follows:

Criminal complaint:

- Mount St. Joseph University Police: 513-244-4226 or "0" from any campus phone

Institutional complaint:

- **Equal Opportunity Officer/Director of Office of Human Resources:** Teri Compton, Chief Human Resource Officer, 513-244-4979

Anonymous Report:

Call or text 513-244-TIPS or emailing 244TIPS@msj.edu 24 hours a day/365 days a year.

What Are Your Rights If You Make a Report/File a Complaint of Discrimination, Harassment, or Retaliation Based on Race, Color, National Origin, Religion, Age, Disability or Other Legally Protected Status?

The detailed rights of a Complainant are set forth in the Policy, and include but are not limited to the right to:

- speak with campus authorities in a private and confidential setting.
- be informed of your reporting options, whether criminal or University or both, without fear of reprisal.
- academic, housing, campus employment, extracurricular activity accommodations and/or other interim measures as deemed appropriate to stop and prevent the recurrence of behavior and/or to improve the impact of behavior.
- be informed of and provided with contact information about available counseling, health and/or other support services, both on and off campus.
- have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Equal Opportunity Officer.
- express a conflict of interest with the Equal Opportunity Team Assignment selected for your matter, if applicable.
- If a formal investigation is commenced, to receive any written or oral response to the report/complaint from any respondent, to provide a list of witnesses and proposed evidence, to have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Equal Opportunity Officer, and with access to any final Investigation Report within 60 days of the receipt of a report or filing of a complaint, unless additional time is required.
- receive a probable cause determination after submission of an Investigation Report.
- request an Adjudication Hearing if you are not satisfied with the probable cause determination and for an Adjudication Hearing to be conducted consistent with the Policy.
- submit a Written Appeal of a Hearing Panel Decision consistent with the Policy.
- be free from any form of retaliation and to report such behaviors without retribution.

Mount St. Joseph University Non-Discrimination Statement

Mount St. Joseph University is committed to providing an educational and employment environment free from discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, sexual orientation, gender identity, veteran status, or other minority or protected status. This commitment extends to the University's administration of its admission, financial aid, employment, and academic policies, as well as the University's athletic programs and other university-administered programs, services, and activities.

In situations where the respondent is an employee, the Policy provides that the University may conduct the investigation and issue determinations using some or all of the steps of the informal or formal processes.

What Are Your Rights If a Report/ Complaint of a Policy Violation Is Made Against You?

The detailed rights of a Respondent are set forth in the Policy, and include but are not limited to the right to:

- speak with campus authorities in a private and confidential setting.
- know the details of the allegations against you including the name(s) of those making the report/complaint.
- be informed of the Policy and procedures for which you are being investigated under.
- academic, housing, campus employment, extracurricular activity accommodations and/or other interim measures as deemed appropriate to stop and prevent the recurrence of behavior and/or to improve the impact of behavior.
- be informed of and provided with contact information about available counseling, health and/or other support services, both on and off campus.
- have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Equal Opportunity Officer.
- express a conflict of interest with the Equal Opportunity Team Assignment selected for your matter, if applicable.
- If a formal investigation is commenced, to receive notification of the formal investigation, to review any written or oral report/ complaint of a Policy violation made against you, to provide a list of witnesses and proposed evidence, to have one advisor or support person of your choosing (who is not a potential witness) present with you during any meeting with the Equal Opportunity Officer, and with access to any final Investigation Report within 60 days of the submission of the receipt of a report or filing of a complaint, unless additional time is required.
- receive a probable cause determination after submission of an Investigation Report.
- request an Adjudication Hearing if you are not satisfied with the probable cause determination and for an Adjudication Hearing to be conducted consistent with the Policy.
- submit a Written Appeal of a Hearing Panel Decision consistent with the Policy.
- be free from any form of retaliation and to report such behaviors without retribution.

Confidential Student Support Services

MSJ Wellness Center Counseling Services
Counseling appointments: 513-244-4949
Office Hours M–F from 8 a.m. – 4:30 p.m.
Closed for Lunch 12 – 12:30 p.m.

MSJ Wellness Center Health Services
Wellness appointments: 513-244-4949
Please Call to Schedule an Appointment
Confidential Medical Services and/or Referrals Available
24-7 / 365 Mental Health Crisis # 1-833-646-1526
After-Hours Crisis Support: Call Campus Police at 513-244-4226 or dial "0"

Confidential Employee Support Services

Support may be available to eligible employees through the Tri-Health Employee Assistance Program (EAP) at 513-891-1627, 1-800-642-9794, or at ***www.TriHealthEAP.com.***

Off Campus Resources

Women Helping Women (Ohio)
Phone: 513-977-5541
Crisis Line (24/7): 513-381-5610
www.womenhelpingwomen.org

University of Cincinnati Medical Center, Sexual Assault Nurse Examiners (SANE)
Phone: 513-584-1000
uchealth.com/university-of-cincinnati-medical-center/ services/sexual-assault-nurse-examiners/

Rape, Abuse and Incest National Network
Phone: 1-800-656-HOPE
www.rainn.org

Ohio Alliance to End Sexual Violence
oaesv.org/MemberMap/Hamilton-county

Delhi Township Police
Phone: 513-922-0060
Mon. through Fri: 8 a.m. –10 p.m.
Weekends: 513-922-0060, leave a message and you should receive a return call promptly.

NOTICE: Mount St. Joseph University is committed to providing an educational and work environment free from discrimination and harassment on the basis of race, color, national origin, religion, age, disability, sex (sexual orientation and gender identity) or any other legally protected status. If you have experienced or been accused of discrimination, harassment, or retaliation based on race, color, national origin, religion, age, disability or other legally protected status, it is important that you read the information contained in this brochure, which is an overview of the Mount St. Joseph University Equal Opportunity and Nondiscrimination Policy and your options, resources and rights. For more detailed information, please visit: ***www.msj.edu/non-discrimination-policy/.***

Equal Opportunity and Non-Discrimination: Rights, Reporting and Resources

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Mount St. Joseph University Rights, Reporting Options, and Resources for Discrimination, Harassment, or Retaliation Based on Race, Color, National Origin, Religion, Age, Disability or Other Legally Protected Status